

Policies 300: Employee Relations  
345 - Americans With Disabilities Act

I. INTRODUCTION

The purpose of this policy is to provide guidance for providing quality services to people with disabilities and to ensure compliance with provisions of the Americans With Disabilities Act.

The department will provide equal employment opportunities and reasonable accommodations to qualified individuals as set out in this policy.

II. DEFINITIONS

A. Disability - With respect to an individual:

1. A physical or mental impairment that substantially limits one or more of the major life activities of such individual.
2. A record of such an impairment.
3. Being regarded as having such an impairment.

B. Reasonable Accommodation - Modification of the application process or work environment to enable an otherwise qualified individual to be considered for a position or to perform the essential functions of a position.

III. POLICY

A. The department will ensure that all qualified individuals with disabilities, who, with or without reasonable accommodations, can perform the essential functions of any job classification will be considered equally with other candidates who are not disabled.

B. The department will not be required to offer or provide accommodations if:

1. The accommodations would impose an undue hardship on the department.

2. The individual is not the best qualified candidate, taking into account the qualifications with the requested accommodation.
  3. The individual will pose a direct threat of substantial harm to the health or safety of himself or others.
- C. The department is command to ensuring that all of its facilities, public services, programs and activities are accessible to the disabled within the standards established by federal and state law.

Floyd O. Bartch  
Acting Chief of Police